

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

Salvatore Ziccarelli,)
)
)
)
)
Plaintiff)
) No. 17-cv-3179
-vs-)
) (Judge Tharp)
Sheriff of Cook County,)
)
)
)
)
Defendant)

**EXHIBITS TO PLAINTIFF'S RESPONSE TO
DEFENDANT'S POST-TRIAL MOTION**

	Ex
Collective Bargaining Agreement, 12/1/2012 to 11/30/2017 (excerpt).....	2
Collective Bargaining Agreement, 12/1/2017 to 11/30/2020	5
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/s/ Kenneth N. Flaxman
Kenneth N. Flaxman
ARDC No. 830399
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Exhibit 2

COLLECTIVE BARGAINING AGREEMENT

between

**International Brotherhood of Teamsters,
Local Union No. 700**

and

**The County of Cook/Cook County Sheriff,
As Joint Employers**

December 1, 2012 to November 30, 2017

APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS

OCT 07 2015

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EFFECTIVE DECEMBER 1, 2016
SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

<u>GD</u>	Hourly	1 ST <u>STEP</u>	2 ND <u>STEP</u>	3 RD <u>STEP</u>	4 TH <u>STEP</u>	5 TH <u>STEP</u>	AFTER 1 YR AT MAXIMUM RATE & 5 YRS SERVC	AFTER 1 YR AT 1 ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2 ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3 RD LONGEVITY RATE & 20 YRS SERVC	AFTER 1 YR AT 4 TH LONGEVITY RATE & 25 YRS SERVC
		Bi-Weekly	1,998.80	2,091.12	2,195.92	2,304.00	2,411.92	2,508.40	2,608.40	2,712.48	2,820.40
CO1	Annual	51,969	54,369	57,094	59,904	62,710	65,218	67,818	70,524	73,330	76,265

EFFECTIVE DECEMBER 1, 2016

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

<u>GD</u>	Hourly	1ST	2ND	3RD	4TH	5TH	AFTER 1 YR AT MAXIMUM RATE & 5 YRS SERVC	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	AFTER 1 YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
		STEP	STEP	STEP	STEP	STEP	6TH STEP	7TH STEP	8TH STEP	9TH STEP	10TH STEP
CO1	Hourly	25.547	26.727	28.067	29.448	30.827	32.060	33.339	34.669	36.048	37.491
	Bi-Weekly	2,043.76	2,138.16	2,245.36	2,355.84	2,466.16	2,584.80	2,687.12	2,773.52	2,883.84	2,999.28
	Annual	53,138	55,592	58,379	61,252	64,120	66,685	69,345	72,112	74,980	77,981

EFFECTIVE JUNE 1, 2017

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

<u>GD</u>	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP	9TH STEP	10TH STEP	AFTER 1 YR AT MAXIMUM RATE & YRS SERVC	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	AFTER 1 YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
CO1	Hourly	26.058	27.262	28.628	30.037	31.444	32.701	34.006	35.362	36.769	38.241				
	Bi-Weekly	2,084.64	2,180.96	2,290.24	2,402.96	2,515.52	2,616.08	2,720.48	2,828.96	2,941.52	3,059.28				
	Annual	54,201	56,705	59,546	62,477	65,404	68,018	70,732	73,553	76,480	79,541				

Exhibit 5

COLLECTIVE BARGAINING AGREEMENT

between

**International Brotherhood of Teamsters,
Local Union No. 700**

and

**The County of Cook/Cook County Sheriff,
As Joint Employers**

December 1, 2017 to November 30, 2020

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

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												Effective December 1, 2018				
												SCHEDULE III				
												BUREAU OF HUMAN RESOURCES				
												TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS				
Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1 Year at Maximum Rate & 5 Years Service	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
CC1	Hourly	23.452	26.058	27.262	28.628	30.037	31.444	32.701	34.006	35.362	36.769	38.241				
	Bi-Weekly	1,876.16	2,084.64	2,180.96	2,290.24	2,402.96	2,515.52	2,616.08	2,720.48	2,828.96	2,941.52	3,059.28				
	Annual	48,780	54,200	56,704	59,546	62,476	65,403	68,018	70,732	73,552	76,479	79,541				

											Effective June 1, 2019	
SCHEDULE III												
BUREAU OF HUMAN RESOURCES												
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS												
Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
CO1	Hourly	23.921	26.579	27.807	29.201	30.638	32.073	33.355	34.686	36.069	37.504	39.006
	Bi-Weekly	1,913.68	2,126.32	2,224.56	2,336.08	2,451.04	2,565.84	2,688.40	2,774.88	2,885.52	3,000.32	3,120.48
	Annual	49,755	55,284	57,838	60,738	63,727	66,711	69,378	72,146	75,023	78,008	81,132

SCHEDULE III										Effective June 1, 2020		
BUREAU OF HUMAN RESOURCES												
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS												
Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
CO1	Hourly	24,399	27,111	28,363	29,785	31,251	32,714	34,022	35,380	36,790	38,254	39,786
	Bi-Weekly	1,951.92	2,168.88	2,269.04	2,382.80	2,500.08	2,617.12	2,721.76	2,830.40	2,943.20	3,060.32	3,182.88
	Annual	50,749	56,390	58,995	61,952	65,002	68,045	70,765	73,590	76,523	79,568	82,754

Exhibit 7

COLLECTIVE BARGAINING AGREEMENT

between

International Brotherhood of Teamsters,
Local Union No. 700

and

The County of Cook/Cook County Sheriff,
As Joint Employers

December 1, 2020 to November 30, 2024

**APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS**

DEC 16 2021

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2020-2024 Teamsters 700 Correctional Officers (DOC) Final

SCHEDULE 39
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
DEPARTMENT OF CORRECTIONS

After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
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Grade	Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
17	Hourly	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.815	39.704	41.689
	Bi-Weekly	2,237.39	2,332.70	2,431.52	2,534.99	2,642.62	2,755.06	2,872.08	2,991.15	3,025.24	3,176.28	3,335.09
	Annual	58,172	60,649	63,219	65,909	68,707	71,632	74,673	76,730	78,655	82,583	86,712
18	Hourly	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.506	42.533	44.660
	Bi-Weekly	2,396.67	2,498.43	2,604.67	2,715.24	2,830.70	2,951.15	3,076.40	3,161.02	3,240.50	3,402.64	3,572.77
	Annual	62,313	64,959	67,721	70,596	73,598	76,730	79,986	82,187	84,252	88,468	92,891

SCHEDULE 39
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
DEPARTMENT OF CORRECTIONS

Grade	Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
												After 2 Years At 5th Step	After 2 Years At 6th Step	After 2 Years At 7th Step	After 2 Years At 8th Step
17	Hourly	29.097	30,336	31,621	32,967	34,366	35,829	37,350	38,379	39,342	41,307	43,372			
	Bi-Weekly	2,327.73	2,426.88	2,529.69	2,637.34	2,749.31	2,866.30	2,988.04	3,070.30	3,147.38	3,304.52	3,469.75			
	Annual	60,520	63,098	65,771	68,570	71,481	74,524	77,688	79,827	81,831	85,918	90,213			
18	Hourly	31.168	32,491	33,873	35,311	36,812	38,379	40,008	41,108	42,142	44,250	46,463			
	Bi-Weekly	2,493.44	2,599.30	2,709.84	2,824.87	2,944.99	3,070.30	3,200.61	3,288.65	3,371.33	3,540.02	3,717.03			
	Annual	64,829	67,581	70,455	73,447	76,570	79,827	83,216	85,505	87,654	92,040	96,642			

SCHEDULE 39

BUREAU OF HUMAN RESOURCES

TEAMSTERS 700

DEPARTMENT OF CORRECTIONS

Grade	Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
												After 2 Years At 5th Step			
17	Hourly	29.824	31.094	32,412	33,791	35,226	36,724	38,284	39,338	40,326	42,339	44,456			
	Bi-Weekly	2,385.92	2,487.55	2,592.93	2,703.27	2,818.04	2,937.95	3,062.74	3,147.06	3,226.07	3,387.14	3,556.49			
	Annual	62,033	64,675	67,415	70,285	73,268	76,387	79,630	81,823	83,877	88,066	92,469			
18	Hourly	31.947	33.304	34,720	36,194	37,733	39,338	41,008	42,136	43,195	45,357	47,624			
	Bi-Weekly	2,555.78	2,664.29	2,777.58	2,895.49	3,018.62	3,147.06	3,280.63	3,370.86	3,455.62	3,628.52	3,809.95			
	Annual	66,449	69,271	72,216	75,283	78,484	81,823	85,296	87,642	89,845	94,341	99,058			